CONCORDIA UNIVERSITY STUDENTS' ASSOCIATION

MINUTES OF THE FIFTY-FIRST MEETING OF THE BOARD OF DIRECTORS HELD WEDNESDAY, 18 JUNE 1986, AT 6:30 P.M. IN ROOM H-762, HALL BUILDING, SIR GEORGE WILLIAMS CAMPUS

DOCUMENTS CONSIDERED AT THIS MEETING:

BD-51-D1: Hiring and Appointments Policy
BD-51-D2: Concordia Council on Student Life Fee Increase and Priorities Review
BD-51-D3: Unsolicited Member's Report on the Hiring Committee
BD-51-D4: Academic Service Fee Update
BD-51-D5: Parliamentary Commission Report
BD-51-D6: COCA Conference Report
BD-51-D7: Cusacorp Financial Statements
BD-51-D8: Handbook Report

1. Call to Order and Roll Call:

Chairperson John Moore called the meeting to order at 6:50 p.m. Quorum was not achieved, however, there were no objections to proceeding with the informational aspects of the meeting.

PRESENT:

Co-Presidents:

Karen Takacs
Scott White

Commerce:

Scott Bergen (7:10)
Bernard Villemaire

Engineering:

Dan Artola
Jon Jolivet (9:00)

Arts and Science:

Maria Calderone
Glen Cheverie
Mike Foster (7:20)
Jim Locke
Bettina Rosenberg (8:10)
Emma Tibaldo

Fine Arts:

Francois Gurik

ABSENT:

Arts and Science: Joe Fortune, Amanda Masterman, Linda Piovesan, Julie Smith, Scott Townsend, Brian Zelnicker (W/R)
Commerce: Karen Ashton, Tony Ghannamy
Engineering: James Crone, Doug Hardy
Fine Arts: Ian Fleet, Elizabeth Isaac, Keren Penney

Advisors to the Board Present: Francois Desrosiers, Researcher; Cherine Hamam, V.P. Programming; Brent Jones, V.P. Services; Gracie MacDonald, V.P. Communications; Craig McNamee, V.P. Finance; Scott Robertson, V.P. Education; Marc Sicard, V.P. External.

4. Chairperson's Remarks:

Chairperson John Moore advised the Board that the Agenda will be finalized at the Steering Committee Meeting on the Thursday prior to a Board Meeting, and items will not be added afterwards as was the case for this Meeting. He also advised the Board that he will be contacting the Directors who have been absent from the Meetings to inform them that if they do not demonstrate an interest, the Board will commence impeachment proceedings unless their resignations are forthcoming. He further reported that Maggie Arbour had submitted her letter of resignation.

5. Reports:

a) Co-Presidents' Report:

Karen Takacs reported that the Girdwood trial was held on June 9th, and that Doug Girdwood won his lawsuit against CUSA (as publishers of The Link) and was awarded $5,000 plus interest and court costs. CUSA will also be paying $4-5,000 in its lawyer's fees on top of this. Karen Takacs stated that CUSA's lawyer did a good job, and that he has said we have grounds for an appeal. The appeal, however, could cost up to $100,000 and is probably not worth pursuing.

Karen Takacs stated that the Board of Governor's Social Responsibility Committee met earlier today regarding divestment, and will be meeting again on July 3rd. As of now, it looks promising that the Committee will recommend to the Board that the University divest its funds from the Bank of Montreal. At the Board of Governors meeting following the July 3rd meeting of the Social Responsibility Committee, a decision will most likely be made in this regard.

Karen Takacs advised the Board that the Status of Women Committee is forming a working group to develop guidelines for the University regarding sexual harassment. If anyone is interested in joining the working group, s/he can contact Elizabeth Morey.

There is a possibility that CUSA will direct Cusacorp to stop selling O'Keefe products because of the connections with Rothman's of South Africa. Karen Takacs stated that the Co-Presidents would be meeting with a representative from O'Keefe so that he could present O'Keefe's "global perspective" on the issue.

Scott White reported that the Rector had made his decision regarding Dr. Kwok Chan of the Applied Social Science Department. Dr. Chan has lost his case, but he could go to arbitration.

Scott White advised the Board that there is $75,000-80,000 in funds being held in trust from the former Part-time Students' Association (one of four associations that merged to form CUSA in 1979-80). Scott White has approached Brian Counihan, Dean of Students, regarding this money. He has received a letter from the Dean of Students agreeing that the money should be given to CUSA and stating that he would present CUSA's case to the Vice-Rector, Services. Scott White has spoken with Dr. Giguere, Vice-Rector, Services, and he is in agreement as well.

Regarding Safeway Chez Vous, Scott White reported that they have developed a press kit and that they are now presenting information sessions to high school students on drinking and driving.

One further development in the case of Sally Kramer who claims that CUSA owes her money from the international terrorism seminars presented last Spring, Scott White stated that she had written to The Gazette "Probe" and requested that they investigate the matter. Scott White has responded to The Gazette (after consultation with the lawyer) stating that there are no grounds on which CUSA would owe her.

Scott White advised the Board that a lawyer's letter had been received by The Link requesting an apology and a retraction of the story about the security guard and the insurance cover-up relating to an accident on the Hall Building escalator. This letter was sent on behalf of Richard Pawlak, Director of Security, SGW Campus.

Regarding the Capital Campaign, Scott White reported that the organizers this year are presenting a more honest campaign. The organizers are looking for 20 volunteers for a Student Capital Campaign Committee. If anyone is interested in serving on this committee, s/he should contact Scott White.

(7:15)

b) Executive Reports:

Craig McNamee, V.P. Finance, reported that 18 associations have presented budgets, six have been considered and one has requested an appeal which leaves 12 to do plus the appeal. The figures for 1985-86 show that CUSA spent $158,000 more than it had, not including the $100,000 given to the Campus Centre, which means that CUSA is approximately $250,000 in the hole. As a result, this year's baseline budget will be the lowest in CUSA's history. Craig McNamee stated that he would have a written report for the next Board meeting.

Brent Jones, Services V.P., stated that the Orientation and Priorities Conference (OPC) would be held June 27th to 29th, and distributed an information package to all Directors. He asked for volunteers to work on the organizing committee to plan the agenda for the weekend, to plan the meals, to do the shopping, etc. Previous volunteers for this committee were Jon Jolivet, Bettina Rosenberg and Bernard Villemaire. Regarding the Labour Pool, he stated that there will be a report given at the next Board meeting. The Labour Pool Co-ordinators have submitted an ad to be run in The Gazette and have written to the local radio stations requesting public service announcements for the Labour Pool. There are currently 450 students registered at the Labour Pool, evenly split between males and females. Brent Jones reported that plans are under way to have a 24-hour "hotline" phone number for people to call for information on activities, etc., and that a mail slot will be put on the front door to the CUSA office in the Hall Building so that people may leave items after hours.

Glen Cheverie of the Liaison Committee stated that they plan to distribute a newsletter every month outlining the activities that all the groups and associations are planning for the month.

Gracie MacDonald, Communications V.P., reported that the International Students' Symposium which was cancelled in the Spring will definitely be

held next Fall. Regarding the electronic message boards, CUSA is still waiting for University approval for the locations of these boards. She is planning to have a CUSA bulletin available in the Summer. She is currently working with Pete Wheeland on the financial aid aspects for the brief that Francois Desrosiers will be submitting to the Parliamentary Commission.

(7:20)

Quorum was obtained and Chairperson John Moore requested that the Board return to the business on the Agenda which had been bypassed.

2. Approval of Agenda:

Chairperson John Moore requested that the Approval of the Minutes of the Fiftieth Meeting be added to the Agenda as Item 3, and all the following items be moved down a number.

MOTION to approve the Agenda as amended.

Moved by: Scott Bergen
Seconded by: Glen Cheverie

There were no objections to this motion.

3. Approval of Minutes of the Fiftieth Meeting of the Board:

MOTION to approve the Minutes of the Fiftieth Meeting of the Board of Directors as written.

Moved by: Maria Calderone
Seconded by: Scott Bergen

There were no objections to this motion.

4. Chairperson's Remarks:

In addition to his remarks made earlier in the meeting, John Moore wished to add that he had heard comments to the effect that he had chaired the last meeting in a rushed fashion, and stated that the Directors should feel free to challenge him, or complain, or throw objects.

5. Reports:

b) Executive Reports (Continued):

Cherine Hamam, V.P. Programming, distributed a report (BD-51-D6) on the COCA Conference (Canadian Organization of Campus Activities) which she attended from May 31st to June 4th. She also reported that she is working on organizing classical music concerts to be held on the Mezzanine of the Hall Building next Fall. Regarding the mini-courses, Ben Temper will co-ordinate them again, but the course content has yet to be determined. She has met with Cusacorp regarding activities for the year. She has met with Criterion regarding the movies and videos to be shown during the year at Reggie's and the Campus Centre. Jim Locke asked if the films are

questionable, are there any procedures to prevent the showing of a film. Karen Takacs stated that the Board has the right to approve or disprove the films. Jim Locke requested that Cherine Hamam present the Board with a list of films that she proposes to show. Jim Locke asked Cherine Hamam if she had had any contact with the Social Orientation Director. Cherine Hamam responded that although she was told it was part of her job, she feels she has enough to do with the other aspects of Programming and that the Social Orientation Committee should be able to handle it without her.

Scott Robertson, Education V.P., reported that he has been working with Francois Desrosiers on the brief for the Parliamentary Commission. Specifically, he is working on areas of course evaluation, teacher evaluation and tenure for professors.

(7:30)

c) Senate Report:

This Item was postponed until the next Board meeting when Yael Lifshitz, former Education V.P., will present a report.

d) Cusacorp Report:

Chairperson John Moore stated that this Item was added to the Agenda after the Steering Committee had met and, as such, this Item would be considered for discussion only and no decisions would be made at this meeting.

Lorne Severs, President of Cusacorp, distributed financial statements for May 1986, an account of assets and liabilities, and the proposed budget for 1986-87 (BD-51-D7). Olga Gazdovic, General Manager of Cusacorp, stated that the deficit for 1985-86 was $66,000 which was less than was expected--CUSA had been told that Cusacorp would lose $75,000. She added that the expected deficit for next year is $51,000. Lorne Severs stated that Cusacorp would like to receive $51,000 to cover this plus $10,000 for capital improvements. Olga Gazdovic stated that the budget had been prepared on the basis of eliminating profit-sharing on Thursday nights. Lorne Severs added that the beer prices are going up because they had been set at a lower profit margin level because beer prices increased but the prices were not raised at the time. Currently, beer is selling at $2.00, but the price will be raised to $2.25 in January if there is another price increase. Olga Gazdovic raised the possibility of CUSA saving $15,000-$18,000 by dissolving the company: there would be no audit (a savings of $5,000), the university would do the books, payroll, etc. (a savings of $4,000), and the comptroller's position could be made part-time (a savings of $9,000).

Jim Locke asked how Cusacorp was carrying on operations this summer without an approved budget. Olga Gazdovic answered that because there is money in the bank they are carrying on as normal, making ends meet by cutting down on staff, cutting down on cleaning, and not making any major purchases. Karen Takacs asked if the budget eliminated all profit-sharing, and Olga Gazdovic responded that it includes $10,000 in profit-sharing on Friday nights. She added that the budget was prepared on the basis of volume, staff and sales as last year, and that "at worst" the deficit will be $51,394. Olga Gazdovic also reported that Saga would be doing renovations to the Campus Centre main floor and that this would result in increased sales.

(7:45)

Olga Gazdovic stated that Cusacorp would have to look at working with Guadagni Lounge, and she felt that serious consideration should be given to profit sharing. Scott White stated that he had been talking to Doug Devenne, Director of Ancillary Services for the University, and if Cusacorp were dissolved, the savings would be $19,000-$20,000 but that CUSA would lose control. Chairperson John Moore stated that final approval of Cusacorp's budget will be on the Agenda of the next Board meeting.

e) Parliamentary Commission Report:

Francois Desrosiers distributed the report on the brief to be submitted by CUSA to the Parliamentary Commission (BD-51-D5). This document outlined the different points CUSA would discuss at the Parliamentary Commission if the brief is accepted. Some of the V.P.'s are addressing certain aspects of the brief: Scott Robertson is working on teacher evaluation and tenure, and Gracie MacDonald is working on reforms to financial aid for students, including POET and contrasting it to the income contingency payback plan proposed by the government. Francois Desrosiers stated that the government plans include doubling tuition fees, splitting newly-increased fees 60% to universities and 40% to the government to pay its deficit, and modifying financial aid by eliminating bursaries and having a system of loans only with the income contingency payback plan. Francois Desrosiers went on to say that he had been working with students from McGill, Universite de Montreal and Universite de Quebec a Montreal (UQAM). McGill students and faculty association were criticized for presenting the argument that the "only solution we can see ... is a fee increase". Students at Universite de Montreal are putting the emphasis on internal mismanagement within the universities, stating that this should be corrected before fees are increased. Francois Desrosiers stated that the final draft of the brief will be presented to the Board for approval.

6. Question Period:

There were no questions.

(8:00)

7. New Business:

a) Hiring and Appointments Policy:

The Hiring and Appointments Policy (BD-51-D1) was distributed. Karen Takacs stated that this is the final version of the policy, adding that the process was started last year because there was no policy nor committee and, historically, most appointments were patronage appointments. She stated that Peter Wheeland had dratted the original Hiring and Appointments Committees Policy, and that this version has evolved from that. The intention of this policy is to give the Board a say in the hiring and appointments process. All candidates will be interviewed, and the Hiring Committee will make recommendations to the Board. Referring to Section 1.7, Karen Takacs stated that CUSA has no policy stating that discrimination is not allowed. However, she asked the Directors to keep in mind that the first criterion is qualifications. She stated that the

intent of this section of the policy is to create an environment where those who have been discriminated against will be comfortable in applying for a position within CUSA. She further stated that this is not reverse discrimination nor is it illegal, adding that according to the Charter of Human Rights, affirmative action policies such as this are encouraged. Karen Takacs gave the floor to Tu Thanh Ha to address the policy. He expressed the feeling that people will claim this policy is one of reverse discrimination and that there is no discrimination at CUSA because it is a progressive, student-run association. However, he argued that Concordia University is a cosmopolitan university and that CUSA does not present an accurate reflection. He felt the need for such a policy to safeguard CUSA against societal pressures in the future. He added that the policy is a positive action that will draw people to CUSA and represents an effort on CUSA's behalf to truly reflect the nature of the student populus. He closed his comments by reminding the Directors that the first criterion is the candidate's qualifications.

(8:15)

MOTION 320:

BE IT RESOLVED THAT CUSA adopt the Hiring and Appointments Policy as proposed in Document BD-51-D1.

Moved by: Karen Takacs
Seconded by: Maria Calderone

Discussion:

Maria Calderone felt that there was good representation at CUSA contrary to remarks made earlier. Jim Locke pointed out that he was uncomfortable with Section 1.7 and requested that it be re-written. Glen Cheverie stated that he would like to see Section 1.7 dropped because it is unnecessary given that there are five persons on the Hiring Committee and as such there will not be "equally qualified" candidates--each person on the committee will have a preference. Glen Cheverie also stated that although the Hiring Committee should not discriminate, it should also not give preference to a candidate whose circumstances are such that s/he is from a disadvantaged group.

AMENDMENT:

BE IT RESOLVED THAT Section 1.7 be dropped from the Hiring and Appointments Policy.

Moved by: Glen Cheverie
Seconded by: Dan Artola

Dan Artola stated that Section 1.7 is reverse discrimination. He added that there would never be two candidates of equal stature because of intangibles that enter into consideration. Furthermore, he questioned where one could draw the line regarding persecuted groups--how far back does one go because, all things considered, all of our parents have been victims of discrimination. Karen Takacs responded that discussing "how far back" trivializes the issue, and the aim of this policy is to help visible minorities. She stated that the policy was designed to prevent discrimination in the rare case that there are equivalent qualifications

of candidates, and added that the government, the Conservative government, has established affirmative action policies.

(8:30)

Sandra Cappelli, stating that she was speaking on behalf of a number of minorities, said that she was very uncomfortable with this type of policy. She stated that if she was selected to serve on the Board of Governors because she was black and a woman, she would resign. She added that due to the nature of CUSA, most of the students who are interested in working for the Association are Political Science students, and for that reason it is not an accurate reflection of the student population. She concluded by stating that the aim of the policy should not be to attract those from a visible minority just because they see other minorities, but rather the Hiring Committee should be trying to attract dynamic people who can do the job. Scott Bergen agreed with Sandra Cappelli and voiced his opinion against Section 1.7. Scott Robertson asked how a minority is determined--by race, language, sex, etc., and he disagreed with Section 1.7, and he felt that if the Hiring Committee follows the Charter of Human Rights, there should be no discrimination.

MOVE to end debate.

Moved by: Jim Locke
Seconded by: Scott Bergen

VOTE TO END DEBATE: 5/6/1 Defeated

Scott White stated that Section 1.7 is a good idea, although it will not amount to much in practice, because it presents CUSA as attractive to a broad range of students, as concerned about them, and as moving in the right direction. Tu Thanh Ha stated that the policy was aimed at visible minorities, but was not a policy of tokenism or easy access; however, he felt if the policy were re-worded to read non-discrimination, then nothing would be done for minorities. Faye Collins agreed with Sandra Cappelli and said she would resign also if she felt that she was on the Board of Governors merely because she was black and a woman, however she stated that she knew that it was not the case. She further stated that CUSA does discriminate, not on the basis of race or sex, etc., but rather on the basis of "who you know". Karen Takacs responded to these remarks stating that Sandra Cappelli and Faye Collins are dynamic and willing to stand up for themselves, however there are many others who are not comfortable in entering a discriminatory environment. She continued, stating that the day CUSA has no need for this policy would be the day that discrimination no longer exists. She further stated that the federal government has recognized the need for affirmative action policies, and that almost all other student associations have similar policies. She asked the Directors what there is to be afraid of when the first criterion is qualifications. Sandra Cappelli felt that although being a visible minority is a strike against you, having a policy such as Section 1.7 is a strike for you--but a negative one at that. She stated that the Hiring Policy should be aimed at hiring the most qualified candidate, and that a non-discrimination policy be developed as a separate entity. Sandra Cappelli concluded her remarks stating that such a policy will not encourage people to want to work for CUSA--what is needed for people to join CUSA is respect for the Association.

(8:45)

Scott Robertson suggested that if Section 1.7 is kept, then a quota system should be in put in place whereby a certain number of various minorities would be hired. Dan Artola suggested replacing Section 1.7 with "CUSA is an equal opportunity employer". He felt that this would have the same effect as the present Section 1.7 but would not result in reverse discrimination. He added that he is not against the spirit of Section 1.7, he would just like to see it re-worded. Maria Calderone reminded the Board that Section 1.7 applies only to truly qualified candidates. Emma Tibaldo asked if two people were equally qualified, what would be so wrong about giving preference to the minority. She added that, in her opinion, this year's hiring committee has been fair but questioned the fairness of future hiring committees.

MOVE to end debate.

Moved by: Glen Cheverie
Seconded by: Jim Locke

VOTE TO END DEBATE: 6/6/0 Defeated

(9:00)

Karen Takacs stated that an affirmative action policy is needed in order to ameliorate the conditions of those who have been disadvantaged, and commented on the low percentage of female professors at the University as an example. In response, Sandra Cappelli stated that this would be CUSA's policy and would not apply to the University. She added that this poicy would further alienate minorities--citing herself as an example, she stated that she would not be in CUSA if she knew that such a policy was in effect at the time she was hired for any position. Referring to the lack of female teachers, Scott Robertson stated that from his experience on search committees, not many females are applying for positions. Dan Artola commented that today's professors were in school thirty years ago, and at that time there was not the same percentage of women in school. Referring to Section 1.7, Maria Calderone stated that this policy would be for the future and would be a safeguard. Gracie MacDonald stated that women have been discouraged over the years and that CUSA should do what in can to encourage not only women but all minorities. Bettina Rosenberg said that the qualifications must be stressed. Jon Jolivet stated that there are more women in the various CUSA positions now than men. Tu Thanh Ha felt that cetain Directors were questioning whether or not discrimination existed at the University, and as they had obviously never been subjected to discrimination, he wondered how they could know unless they talked with victims of discrimination. Scott Bergen stated that because there are five people on the Hiring Committee, Section 1.7 is not necessary for solving any possible discriminatory practices. Jon Jolivet made an oblique reference to Bill 101. Scott Robertson commented that legislation will not change peoples' minds but that education would. Karen Takacs responded that education was not advanced enough at this point and that discrimination still exists. She added that the Status of Women Committee is working on affirmative action for the University, and asked the Directors why they did not want to do the same at the student level.

MOVE to end debate.

Moved by: Glen Cheverie
Seconded by: Dan Artola

VOTE TO END DEBATE: 9/2/1 Carried

VOTE ON THE AMENDMENT: 4/6/3 Defeated

(9:30)

AMENDMENT:

BE IT RESOLVED THAT the Board of Directors replace Section 1.7 of the Hiring and Appointments Policy (BD-51-D1) with the following:

"CUSA, being an equal opportunity employer, does not discriminate on the basis of race, religion, sex, sexual orientation, physical or intellectual disabilities, or any other factors leading the candidate to be considered from a disadvantaged group. Such attributes will not be a factor in the hiring or appointment of a candidate."

Moved by: Glen Cheverie
Seconded by: Jon Jolivet

Karen Takacs commented on the Board's ability to recognize that there are disadvantaged groups and yet not to have a policy to ameliorate their conditions. Scott Bergen commented that there have been and always will be disadvantaged groups. Jon Jolivet stated that there were laws to take care of discrimination, but that if CUSA leads in this manner it might help. Glen Cheverie stated that this amendment would give the Hiring Committee the direction that the original Section 1.7 would have given them. Scott White expressed the view that the original Section 1.7 was good in that it was an attempt at making a positive statement to show people where CUSA stands.

(9:45)

MOVE to end debate.

Moved by: Francois Gurik
Seconded by: Bettina Rosenberg

VOTE TO END DEBATE: UNANIMOUS

Jon Jolivet requested that the vote on the amendment be carried out be secret ballot.

MOVE to overturn request for a secret ballot.

Moved by: Emma Tibaldo
Seconded by: Maria Calderone

VOTE ON OVERTURNING REQUEST: 8/4/1 Carried

VOTE ON AMENDMENT: 6/6/1 Defeated

Discussion resumed on the Hiring and Appointments Policy as written (BD-51-D1). Jim Locke asked what quorum would be on the Committee, and Chairperson John Moore stated that this would be covered by Robert's Rules

of Order. Referring to the "two executives" sitting on the Committee, Gracie MacDonald asked if these would be old or new executives. Scott White answered that they would not necessarily be Vice-Presidents, that the Co-Presidents could be considered for these places.

MOVE to end debate.

Moved by: Karen Takacs
Seconded by: Maria Calderone

There were no objections to ending debate.

VOTE ON MOTION 320: 9/2/2 Carried

b) CCSL Fee Increase and Priorities Review:

The Concordia Council on Student Life (CCSL) Fee Increase and Priorities Review (BD-51-D2) was distributed. Scott White stated that CCSL receives $3 per credit to run the students service areas, and that CCSL wanted to increase this fee by 10% to $3.30 per credit. Scott White and Karen Takacs stated that they would like the support of the Board to oppose this fee increase because CCSL has failed to do any setting of priorities; there is also a surplus in the budget, and this fee increase would serve to keep the surplus. The Co-Presidents had a meeting with the current and immediate past presidents of the Graduate Students' Association, and the GSA is opposed to the fee increase as well. Dr. Charles Giguere, Vice-Rector, Services agreed to remove the fee increase item from the CCSL budget before it was presented to the Board of Governors at the June meeting. Karen Takacs stated that although CUSA does not approve the fee increase, this will set a precedent where the Vice-Rector chooses to veto something.

MOTION 321:

BE IT RESOLVED THAT CUSA opposes the Concordia Council on Student Life fee increase.

Moved by: Scott White
Seconded by: Scott Bergen

VOTE ON MOTION 321: 10/0/1 Carried

7. Adjournment:

The meeting was adjourned at 10:10 p.m.

John Moore, Chairperson

Jo Howard, Recording Secretary